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20 NOV 1975

MEMORANDUM FOR: Director of Training
SUBJECT : Course Report for CIA: Today
and Tomorrow #1-76

1. CIA: Today and Tomorrow #1-76 was held in the Headquarters Auditorium from Tuesday - Thursday, 4-6 November 1975. A fourth day solely for members of the Operations Directorate and others on rotational assignment to the DDO followed. Copies of the schedules of the two programs are attached as Attachment A. A roster of the three-day program is Attachment B.

2. The course began on the day following the formal announcement by the President that his "team" would no longer include Mr. Colby. The atmosphere and running of the course were inevitably affected by this event. Angus Thuemer, Assistant to the DCI for Press Relations, was the first to cancel, in order to attend the Director's Tuesday morning staff meeting. Carl Duckett, Deputy Director for Science and Technology, and William Nelson, Deputy Director for Operations, followed suit because of obligations to appear on the Hill. On the afternoon of the second day, the program was aborted when the Director preempted the Auditorium to award promotions to supergrades. We lost the presentation of Omego Ware, Director of the Equal Employment Opportunity Program, that afternoon but were, fortunately, able to fit him into the program on the following day. Mr. Colby first changed the timing of his appearance and then canceled it altogether because of requirements to testify before congressional committees. General Vernon Walters, DDCI, was unable to substitute, as had been arranged, because of a trip abroad.

3. Despite these disappointments, the course went along smoothly since we had made prior arrangements in every case for a backup speaker. The oral evaluations at the conclusion and many informal comments suggested that the class still found much of benefit and interest in the course.

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No criticisms were expressed, if they existed. Mr. Blake's fascinating account of "five days in November" helped rescue the course from the letdown of Mr. Colby's inability to attend. He not only provided a dramatic conclusion to the course, but ended on a high note with his report of Congressman Pike's strong statement, in answer to an earlier charge of Senator Church, that CIA is not a "rogue elephant" but a well-disciplined organization. About 90 percent of the class chose to remain after this concluding presentation to see the film "Sinai," which had been scheduled earlier and displaced.

4. Although 300 employees were registered for the course as of 3 November, only 212 showed up on the 4th. We are concerned that some of the registrants were not notified of their enrollment and have asked training officers to look into the reasons for the failure of so many to attend without any notice of cancellation. A few who phoned to cancel on the day prior to the course cited the events of the day, evidently assuming that Mr. Colby would not appear and that it would not be possible for the program to speak convincingly of "tomorrow." Most of the speakers did try to address the future. [REDACTED], Assistant to the National Intelligence Officer for the USSR, and [REDACTED] Deputy Chief, Soviet and East European Division of DDO, gave particularly effective presentations in this respect.

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5. The members of the class were a remarkably well-balanced cross section of the Agency, considering that no effort was made to achieve such a balance. There were 113 men and 95 women. Directorate representation was as follows: DDA - 46, DDI - 48, DDO - 83 (many of them Vietnam returnees), and DDS&T - 35. Grades ranged from GS-03 to GS-15 as follows:

GS-03	1	GS-10	11
GS-04	4	GS-11	19
GS-05	18	GS-12	34
GS-06	25	GS-13	17
GS-07	36	GS-14	10
GS-08	10	GS-15	4
GS-09	23		

Ages ranged from 20 to 61.

6. Sixty-nine DDO-ers, including those on rotational assignment to DDO, attended the fourth day, which was devoted to DDO concerns. The group was divided in the morning into two groups--one professional and one clerical--to discuss their career concerns. Forty professionals and 29 clericals

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25X1A attended. In the afternoon the group returned to the Auditorium to hear from [REDACTED] and [REDACTED], Chief of the CI Staff. These presentations seemed well received. David Blee, the Associate Deputy for Operations, was scheduled to conclude the program but did not do so since he had spoken in Mr. Nelson's place on the previous day.

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25X1A 7. The Training Services Staff cooperated in taping two of the speakers--[REDACTED], Deputy Director of the Office of Economic Research, and Mr. Blee--on behalf of the Nonofficial Cover training program of DDO. The planned taping of Mr. Thuermer, Mr. Duckett, and Mr. Colby for the NOCs was not accomplished because of the cancellation of their presentations. Our experience in this running leads us, in any event, to question the desirability of taping speakers, except in the most important cases, since the strong lights affect their ability to see the audience and, therefore, to establish a relationship with it.

8. In the oral evaluations, members of the class expressed appreciation of the excellent balance of speakers and of their candor. One suggestion was made that the Auditorium be used more frequently for "state of the Agency" reports. The DCI Counsel, [REDACTED] was proposed as a possible Auditorium speaker and the idea was advanced that prominent speakers from the Agency (in addition to the Guest Speakers) appear from time to time in the Auditorium. One member of the class proposed that a discussion of the Privacy Act be included in CIA: Today and Tomorrow.

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9. [REDACTED] provided a warm introduction to the course, a fitting contribution from the originator of CIA: Today and Tomorrow. [REDACTED] provided excellent assistance, sharing in the introduction of speakers and behind-the-scenes arrangements. [REDACTED], as training assistant, did her usual superb job with the difficult and time-taking registration duties.

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Course Chairman

Atts.

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Course Report for CIA Today & Tomorrow

FROM: [REDACTED] Course Chairman		EXTENSION 2351	NO.	
		DATE 20 Nov. 1975		
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. C/IMB		21 Nov	RW	<p>DDI</p> <p>This was the running displaced by the DCI/EEC program in October. Coupled with the announcement of DCI's dismissal and the dislocations caused by it during the running of the course, [REDACTED] did an excellent job of pulling this one through. 25X1A</p> <p>8-11. Please ask our TV operators not to put up the lights full frame for individual.</p> <p>25X1A</p>
2.				
3. C/II		11/21	AM	
4. C/PRS/TSS	24 Nov 75		AM	
5.				
6. C/PRS	24 Nov		AM	
7.				
8. DD/TR	24 NOV 1975	11/25	V	
9.				
10. DTR	25 NOV 1975		V	
11. C/TSS	1 Dec 75		AM	
12. C/II	12/2		AM	
13. C/IMB	12/3		RW	
14. [REDACTED]			SRP	
15. [REDACTED] 1032 C/C				